
Vision Program



Learning Objectives

- Eligibility
- Active and retiree plan summaries
- Enrollment process
- Important reminders

Eligibility

- Similar to other benefit plans (employees and dependents)
- Dual coverage is allowed
- California Correctional Peace Officers Association (CCPOA) vision coverage
- Rank and File in BU6 (R06) not eligible for state's plan as active employees
- R06 employees eligible upon retirement

Plan Summaries

| Benefit Category | Basic - Active & Retirees |
|-------------------------|-------------------------------|
| Exam | Every calendar year |
| Lenses | Every calendar year |
| Frames | Every calendar year |
| Lens Options | Tints/Transitions |
| Frame Allowance | Up to \$75 |
| Costco Frames | N/A |
| Contact Lenses | Up to \$100 Exam/Lens/Fitting |
| Exam & Lens/Frame Copay | \$10 Exam;\$25 Lens/Frame |
| Special Lens Copay | \$31 - \$105 |

Plan Summaries, 2

| Benefit Category | Premier - Active & Retirees |
|-------------------------|--|
| Exam | Every calendar year |
| Lenses | Every calendar year |
| Frames | Every calendar year |
| Lens Options | Tints/Transitions |
| Frame Allowance | Up to \$200 |
| Costco Frames | Up to \$110 |
| Contact Lenses | Up to \$200 Exam/Lens/Fitting |
| Exam & Lens/Frame Copay | \$10 Exam;\$25 Lens/Frame |
| Special Lens Copay | \$15 - \$120 |

2019 Rates – Active Employees

| Plan Type | Party Code 1 | Party Code 2 | Party Code 3 |
|--------------------|--------------|--------------|--------------|
| Basic (state paid) | \$8.64 | \$8.64 | \$8.64 |
| COBRA Basic | \$8.81 | \$8.81 | \$8.81 |
| Premier | \$8.84 | \$17.68 | \$28.46 |
| COBRA Premier | \$17.83 | \$26.85 | \$37.84 |

2019 Rates – Retirees

| Plan Type | Party Code 1 | Party Code 2 | Party Code 3 |
|----------------------|----------------|----------------|----------------|
| Basic | \$7.53 | \$14.62 | \$15.73 |
| COBRA Basic | \$7.68 | \$14.91 | \$16.04 |
| Premier | \$20.40 | \$40.35 | \$43.89 |
| COBRA Premier | \$20.80 | \$41.15 | \$44.76 |

Enrollment for Basic Coverage

Active

- Automatic
- PAR keyed by HR
- Paid 100% by State
- Family coverage included

Permanent Intermittent

- Must meet eligible hours
- Send STD 700 to SCO
- Paid 100% by State
- Family coverage included

Retirees

- Contact PO to enroll ≤ 60 days of retirement
- Offer COBRA
- Send CalHR 695 to VSP

Enrollment for Premier Coverage

Active

- New hires, newly eligible enroll within 60 days
- Send CalHR 774 to VSP

Permanent Intermittent

- Must meet eligible hours
- Send STD 700 to SCO
- Send CalHR 774 to VSP

Retirees

- Contact PO to enroll ≤ 60 days of retirement
- Offer COBRA
- Send CalHR 695 to VSP

Effective Date – Basic Plan

- 1st of following month when PAR is keyed on or before the 10th of the month
 - *Example: Benefits effective February 1st when PAR keyed on January 5th*
- 1st of second month when PAR is keyed after the 10th of the month
 - *Example: Benefits effective March 1st when PAR keyed on January 20th*

Eligible dependents are automatically enrolled in Basic Vision at the same time the employee's enrollment becomes effective.

Effective Date – Premier Plan

- 1st of the month after the employee's warrant reflects both employer and employee contributions
- Basic coverage must be processed by SCO before Premier coverage can be processed by VSP
- 12 month minimum enrollment

Eligible dependents may be enrolled in Premier Vision at the same time the employee enrolls. Dependents may not be enrolled in Basic Vision when the employee elects Premier Vision.

Open Enrollment

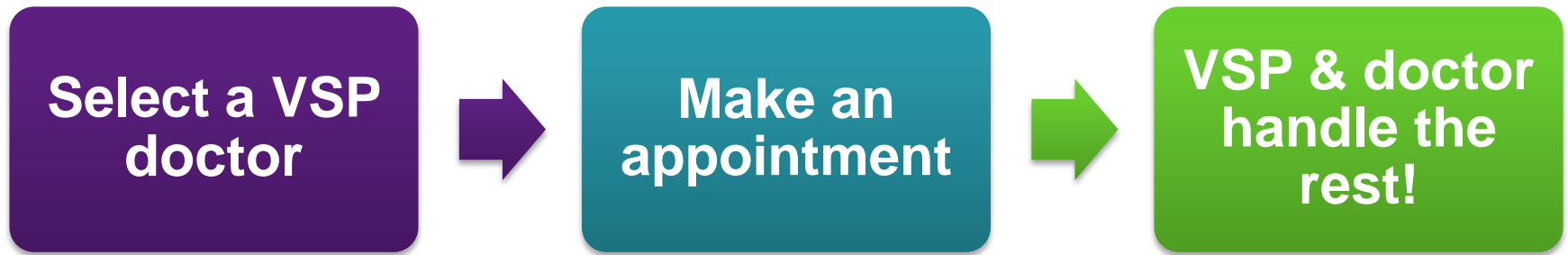
- VSP mails paperwork to eligible active employees to enroll in Premier and/or add dependents
- Premier enrollments, changes and cancellations are managed through VSP
- Employees send completed Premier enrollment documents directly to VSP

IMPORTANT – VSP will not accept CalHR 774 forms during Open Enrollment, with the exception of newly eligible, permitting events or Permanent Intermittent employees

Direct Payments of Premiums

- First 2-3 months of retiree vision premiums are direct-billed through VSP
- VSP will direct-bill for the cost of the premiums when there are insufficient funds for deductions
- California State Teachers' Retirement System (CalSTRS) retirees are direct-billed

Easy as 1-2-3



- **Members/dependents may choose to receive services from a VSP Network Provider or other licensed optometrist, ophthalmologist or optician.**
- **Locate a VSP Doctor:**
 - **Call (800) 877-7195**
 - **VSP Website - www.stateofcaemployee.vspforme.com**



Group Exercise

Important Reminders

- Process forms promptly! - Don't let sit at an empty desk
- Ensure employees use the correct enrollment form
- Double check forms for completeness and accuracy
- Forward forms to correct agency/vendor for processing
- Relay the correct enrollment process to retirees
- Offer COBRA for employees entering retirement

Important Reminders, 2



**Don't
Forget!**

Send CalHR 774/695 to VSP

Send Appeals to CalHR

DO NOT SEND TO CaIPERS!

Vision Service Plan

Attn: Client Services – MS 422

P.O. Box 997100

Sacramento, CA 95899-9986

Email: stateofca@vsp.com

Fax: 916-389-8304

CA Dept of Human Resources

Attn: Benefits Division

1515 S Street

North Building, Suite 500

Sacramento, CA 95811-7258

Email: vision@calhr.ca.gov

Fax: 855-530-6599

Resources

- Human Resources Manual
- Benefits Administration Manual
- Website(s)
- Forms

Questions

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